

Business and commercial Aviation

SEPTEMBER 1982 \$2.50

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HELICOPTER
— Starts Opposite Page 68



**B/CA
Analysts®:
Mitsubishi's
Diamond I**



Remote Navcom by Bendix



**B/CA
Salary Survey**

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CLEARANCE DELIVERY

Our readers will recognize the *Clearance Delivery* photograph this month as the one we used to pace our three-part article entitled "Justifying Corporate Aircraft," which was published in the July and August 1982 issues of B/CA.

The reaction to that justification article has been gratifying. So many people have requested it, in fact, that we are revising our procedure for ordering reprints.

Due to the number of people who want a justification kit, which includes a

reprint of Parts I, II and III of "Justifying Corporate Aircraft," plus two copies of each of the three worksheets described in the article, we are able to offer them directly from B/CA's editorial offices at Westchester County Airport for a special price of \$10. Considerable discounts are available for quantity orders.

To take advantage of this special \$10 price, mail your request for a justification kit directly to David W. Almy, B/CA, Hangar C-1, Westchester County Airport, White Plains, N.Y. 10604.

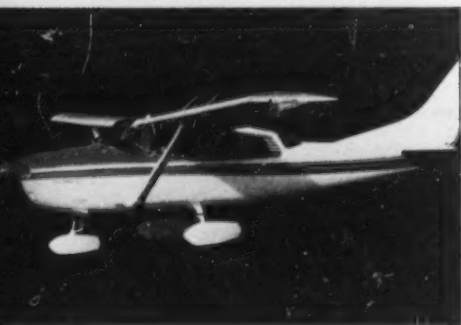
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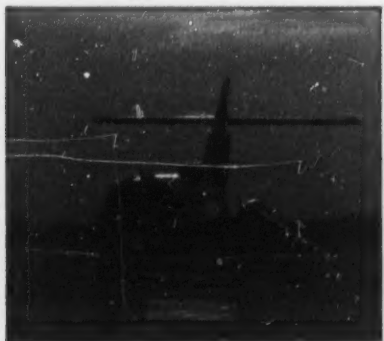
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Readers who mailed \$25 to Ziff-Davis Publishing Company's Pratt Station address will receive two kits as well as our condolences for the higher costs of processing reprint requests through that office.

THE COVER

Mitsubishi Aircraft International provided the picture of the Diamond I. The photo of Bendix's new "X-line" navcom control head was taken by George C. Larson, and Mike Perry is responsible for the art depicting the B/CA 1982 salary survey.

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Business
and commercial **Aviation**

B/CA Salary Survey: 1982



Utilization is down slightly compared to last year, and many flight departments have suffered wage cuts and freezes, but the overall rate of compensation for flight department employees is holding steady.

by David W. Almy

The economy (to loosely paraphrase the cabin announcement made by the captain of a British Airways 747 after his engines had quit while flying through volcano dust over Southeast Asia last spring) has "hit a spot of bother."

Times, they are indeed tough, with B/CA's ninth annual salary survey showing a statistically insignificant *overall* increase in the rate of compensation for U.S. corporate pilots. Literally dozens of companies that B/CA contacted in late spring reported wage freezes while some others reported 5- and 10-percent companywide salary cuts. The friendly skies, at least under the current economic climate, have not been all that friendly of late.

The information contained within B/CA's Salary Survey must be tempered by several extenuating factors. While many companies are experiencing hard

times and have frozen or reduced wages, many are doing well, and they have reported significant increases. The data on the following pages are averages of the good and the bad. Hence, the appearance of a leveling off in salary increases. In analyzing your company's compensation package, first consider the overall economic health of your organization. If the company is doing well, it only stands to reason that the company's flight department should be compensated for its contribution to the cause.

As this is being written, the unemployment rate in the United States remains just shy of 10 percent—the highest rate since World War II. Entire industries have practically closed up shop and gone home with the hope that conditions will improve in the near future.

Most of these companies operate air-

craft. Heavy industry, manufacturing, construction, petroleum and mining have been particularly hard hit. Management's response to this downturn, in most cases, has been a slight reduction in pay. While many companies within B/CA's control group of 100 flight departments reported 10-percent pay cuts, only three flight departments have been disbanded.

Despite the hard times, most of the people we talked to were optimistic about the long term, and were looking at the positive side of the economic coin. One chief pilot remarked that his company's pay freeze, "sure beats the hell out of a 10-percent cut."

And while the general economy is struggling to keep its collective head above water, there are spots of success. One chief pilot with three Gulfstream IIs reported that utilization was up rather

than down. Their aggressive management had taken the position that when things get tough, the tough should get out of their offices and beat the bushes with a vengeance. In disclosing part of the company's strategy, the chief pilot also reported that 70 percent of their passengers were customers.

Another operator reported that the company's main-line sales production has leveled off, so management has decided to diversify.

This has bolstered the importance and contribution of the flight department and, incidentally, created a very healthy outlook for both the company's long- and short-term economic future. That particular flight department recently received a 10-percent raise.

The overall effect of the economy (albeit with spotty bright areas) on business aviation then, is in rather sad shape, with most economists predicting only gradual improvement through late 1982 and 1983.

On the other hand, this fact does not bode well for the economic health of U.S. pilots since they are, in some cases, among the first to see pink slips when cutbacks begin. On the other hand, the recession has, in part, fostered a sharp decrease in the inflation rate, which increases the buying power of pilots who are still counted among the comfortable middle and upper brackets of the nation's pay scale.

The consumer price index—the United States' basic index of how much more it takes to survive today than it did yesterday—is up 5.2 percent since last year's review. That number is down from the 19.5-percent record increase of two years before, and the continuing trend (the annual increase in the CPI for all of 1982 and 1983 is expected to be less than 6 percent) is good news for everyone.

The bad news is that along with the drop in inflation, there has been a drop in the rate of increase of compensation, so the headway that the pilot community is making is somewhat marginal.

Little Change

The data in our ninth annual salary survey are based on a sample of 489 pilot and mechanic salaries from across the United States. Our typical flight department has changed only slightly from last year. The number of pilots per aircraft was down slightly to 2.59 from 2.62 last year, and the number of hours flown per aircraft per year dropped from 621.9 to 591.7 (a decrease of 4.9 percent), reflecting the drop in utilization that many companies reported due to the recession. There were 1.06 mechanics per aircraft this year.

The vast majority of flight departments surveyed offered major medical and long-term disability benefits for their em-

Figure 1

Comparative Salaries 1981/1982

	1981	1982	% Annual Increase (Decrease)
Heavy Jet (over 30,000 lb)			
Chief Pilot	\$60,000	\$61,500	2.5
Captain	48,993	48,959	.0
Copilot	37,700	31,340	(16.9)
Chief of Maintenance	36,750	34,615	(5.8)
Mechanic	27,773	25,710	(7.4)
Medium Jet (up to 30,000 lb)			
Chief Pilot	\$45,517	\$46,875	3.0
Captain	34,460	36,400	5.6
Copilot	27,920	27,082	(3.0)
Chief of Maintenance	30,292	33,955	12.0
Mechanic	22,400	23,694	5.8
Light Jet (below 12,500 lb)			
Chief Pilot	\$36,500	\$38,610	5.8
Captain	33,600	32,600	3.0
Copilot	21,000	22,000	4.8
Chief of Maintenance	30,000	31,000	3.3
Mechanic	22,000	21,000	(4.5)
Heavy Turboprop (over 12,500 lb)			
Chief Pilot	\$45,480	\$45,000	(1.1)
Captain	36,130	34,010	(5.8)
Copilot	28,500	28,000	(1.8)
Mechanic	22,500	20,072	(10.8)
Light Turboprop (under 12,500 lb)			
Chief Pilot	\$35,788	\$38,035	6.3
Captain	28,354	28,000	(1.2)
Copilot	23,000	22,913	(0.4)
Mechanic	22,500	21,036	(6.5)
Cabin Class Piston Twin			
Pilot	\$25,680	\$30,000	16.8
Other Piston Twin			
Pilot	\$27,500	\$26,000	(5.5)
Turbine Helicopter			
Pilot	\$31,896	\$31,350	(1.7)
Mechanic	26,000	29,700	14.0

The overall increase in flight department median salaries from 1981 to 1982 was nil, with improvements highly dependent on individual company performance.

Figure 2

Utilization by Aircraft Type

	Hours Flown Per Year			Load Factor	Stage Length (nm)
	High	Median	Low		
Gulfstream II	1,000	612	400	4.9	731
Jetstar	450	350	200	3.2	483
Falcon	650	400	300	3.1	461
Sabre	750	575	295	3.3	460
HS 125	1,000	489	250	2.8	399
Westwind	1,300	550	400	3.1	375
Learjet	900	625	350	3.4	322
Citation	800	650	265	3.2	390
King Air	975	550	250	2.9	248
MU-2	600	425	300	2.2	200
Cheyenne	600	400	350	2.7	NA
Cabin Class Twin	500	480	300	2.1	293
Helicopter (All)	1,000	600	300	NA	NA
NA—Not available					

Utilization was down slightly in 1982 reflecting the reductions in aviation department budgets. Load factors were up as companies strived to increase efficiency.

Figure 3

National Summary of Salaries

Turbojet/ Turbofan		G-II/III	Jetstar	Falcon	Sabre	HS 125	Westwind	Learjet	Citation
Chief Pilot	High	\$72,000	\$64,000	\$62,500	\$70,000	\$64,000	\$61,000	\$60,000	\$48,000
	Median	66,000	58,000	43,000	52,327	42,200	51,850	45,000	38,610
	Low	52,500	40,000	37,200	43,000	28,000	42,000	34,000	32,000
Captain	High	\$64,020	\$55,000	\$42,200	\$51,024	\$44,250	\$49,668	\$45,000	\$43,000
	Median	49,868	41,250	36,000	37,000	36,000	38,000	35,000	32,600
	Low	34,000	32,820	27,000	27,500	29,500	31,300	28,500	26,604
Copilot	High	\$48,420	\$42,000	\$39,400	\$38,313	\$30,000	\$39,645	\$34,000	\$29,100
	Median	32,580	30,100	28,875	28,453	24,000	27,480	26,600	22,000
	Low	27,480	21,200	23,000	22,000	20,000	25,750	20,000	18,000
Chief of Maintenance	High	\$42,000	\$40,000	\$42,500	\$45,000	\$42,600	\$37,338	\$37,000	\$37,600
	Median	38,830	32,400	33,800	36,145	35,000	34,330	30,500	31,000
	Low	24,000	30,000	26,400	30,000	28,550	25,000	28,000	25,000
Mechanic	High	\$31,000	\$31,928	\$31,200	\$31,200	\$26,800	\$27,564	\$28,000	\$27,000
	Median	27,000	24,420	26,400	24,000	20,000	24,526	23,540	21,000
	Low	20,460	20,000	21,600	16,250	16,640	20,460	16,500	18,000
Turboprop		G-I	King Air	MU-2	Cheyenne				
Chief Pilot	High	\$51,395	\$43,000	\$45,600	\$38,060				
	Median	45,000	42,570	35,500	37,500				
	Low	43,000	34,000	28,000	30,000				
Captain	High	\$41,040	\$37,000	\$36,800	\$36,500				
	Median	34,010	28,000	31,280	32,275				
	Low	31,000	23,500	20,000	21,200				
Copilot	High	\$33,155	\$36,000	\$26,225	\$25,000				
	Median	28,000	24,825	22,500	21,000				
	Low	23,500	20,000	18,000	17,500				
Mechanic	High	\$25,080	\$32,000						
	Median	20,072	22,000						
	Low	19,706	16,000						
Other Fixed Wing		Cabin Class Piston Twin	Other Piston Twin						
Pilot	High	\$35,000	\$33,840						
	Median	30,000	28,000						
	Low	28,000	22,500						
Turbine Helicopter		S-76	222	109A	Gazelle	212	206	500D	
Pilot	High	\$42,000	\$42,000	\$36,000	\$36,000	\$41,225	\$54,000	\$29,000	
	Median	35,550	30,000	30,000	28,000	35,900	33,600	26,400	
	Low	23,000	23,000	27,600	25,000	26,550	24,725	NA	
Mechanic (All Models)	High	\$35,700							
	Median	29,700							
	Low	22,500							

*Mitsubishi MU-2 and Piper Cheyenne maintenance was reported as primarily on a contract basis. However, the median salary of those mechanics working on their company's MU-2 or Cheyenne turboprops was \$24,500.

ployes, while nearly three-quarters of those questioned provided dental coverage. One chief pilot reported that his company had recently voted down a dental plan, partially because of the \$15-per-month cost, a decision he had trouble understanding.

Company cars, when they were provided, were usually only for chief pilots. One chief pilot whose company supplied him with two cars (its business is automobiles) reported that the cars were considered as part of his pay, not an unusual arrangement.

Loss of license insurance is still comparatively rare, with roughly one-third of those surveyed reportedly covered. Some companies have an informal policy to reassign an employee who had lost his or her license to other duties.

Other benefits include the normal stock

options, bonuses and savings plans.

Salaries, it should be pointed out, vary with several factors, among them:

- (1) length of time with the company;
- (2) number and complexity of ratings held;
- (3) overall experience;
- (4) geographical area;
- (5) the economic well-being of the worker's employer.

According to our survey data, there is little difference between the median salaries of personnel in fleet operations and those in single-aircraft departments. Ob-

viously however, if a pilot is current in seven aircraft, he or she should be making more than his less versatile peers.

As always, the salary survey is meant to be a management aid. When budgeting flight department salaries, keep in mind that the salaries reported in our charts are just that—reported. B/CA's accuracy probability is considered to be plus or minus 5 percent of the median salaries listed.

As in past years, this survey was conducted by telephone. B/CA has a control group of over 100 flight departments

that we try to contact each year. We have made no effort to qualify any of those flight departments contacted as being representative of industry pay scales or fringe benefits. Originally these flight departments were selected randomly by geographical area and type of equipment operated. To insure confidentiality the names of responding companies are separated from the responses. We believe that a telephone survey of aviation managers and chief pilots affords greater accuracy and eliminates any ambiguities. □

Figure 4

Annual Budget Requirements Based on the Consumer Price Index

Area	Intermediate Standard			Higher Standard		
	Budget	% Increase	Index	Budget	% Increase	Index
Urban United States	\$26,081	5.4	100.0	\$30,039	8.1	100.0
Metropolitan Areas	27,403	8.6	105.1	41,398	9.4	106.0
Nonmetropolitan Areas	24,593	9.2	94.4	35,282	9.9	90.4
Northeast						
Boston	\$29,181	0.0	111.9	\$44,722	0.3	114.6
Buffalo	26,049	2.1	96.9	36,296	1.8	98.1
New York City/No. N.J.	29,860	5.1	114.5	47,741	5.2	122.3
Philadelphia/So. N.J.	26,440	2.5	101.5	39,182	3.1	100.4
Pittsburgh	24,753	6.1	94.9	36,767	7.4	94.2
Nonmetropolitan areas	25,816	2.7	98.3	36,167	3.3	92.6
North Central						
Chicago	\$26,423	6.9	101.4	\$36,938	7.8	99.7
Cincinnati/Ky./In.	26,724	12.7	102.5	38,394	13.6	98.3
Cleveland	25,933	7.7	99.5	37,977	8.4	97.3
Detroit	25,602	4.2	98.2	36,311	6.1	98.1
Kansas City/Ks.	24,654	3.5	94.6	37,178	4.7	95.2
Milwaukee	26,500	2.3	101.7	39,155	10.3	100.3
Minneapolis/St. Paul	26,693	8.3	102.4	40,038	8.8	102.6
St. Louis/Il.	25,600	8.4	98.2	37,583	9.1	96.3
Nonmetropolitan areas	24,543	7.8	94.2	35,463	8.7	90.8
South						
Atlanta	\$23,166	2.6	88.9	\$34,463	3.2	88.3
Baltimore	25,446	3.0	97.6	36,594	4.2	98.9
Dallas	23,042	5.3	88.4	34,312	5.8	87.9
Houston	23,988	4.8	92.0	32,295	6.4	90.4
Washington, D.C./Md./Va.	26,016	4.7	107.5	42,136	6.1	107.9
Nonmetropolitan areas	23,102	9.4	88.6	33,308	10.1	85.3
West						
Denver	\$26,024	5.8	99.8	\$36,773	7.0	99.3
Los Angeles-Long Beach	25,541	5.9	98.0	39,310	7.6	100.7
San Diego	25,984	4.4	99.7	39,561	5.4	101.3
San Francisco-Oakland	27,246	2.8	104.5	41,154	4.2	105.4
Seattle	26,106	4.9	100.2	37,722	5.7	98.6
Nonmetropolitan areas	25,825	10.1	99.1	36,970	10.8	94.7
Alaska/Hawaii						
Anchorage	\$33,566	6.6	126.9	\$47,515	6.5	121.7
Honolulu	32,446	6.8	124.5	51,190	8.2	131.1

Middle and upper-income budgets for a typical family of four in specified urban metropolitan and nonmetropolitan areas are based on autumn 1981 Bureau of Labor Statistics data updated by B/CA according to the Consumer Price Index for each metropolitan area. Shown are percent increases through May 1982 over those appearing in B/CA's September 1981 report as well as indexes for each location. The indexes are percentages of the national norm and can be used to establish adjusted median salaries for specific geographical areas. Multiply any of the national median salaries appearing in the National Summary of Salaries Chart or the Comparative Salaries Chart by the index for an area, then divide by 100. Nonmetropolitan areas are urban communities with populations between 2,500 and 50,000 that are located outside of metropolitan areas. As usual, the CPI in metropolitan areas is higher than that in nonmetropolitan areas.